

## 1. To be a welcoming, inclusive and loving faith community that actively endorses stewardship

- Enhance current and create new effective programs for welcoming and engaging existing and new parishioners
- Provide and promote a safe and consistent place for young people to participate in enjoyable and meaningful service
- Provide and promote opportunities to welcome and celebrate our cultural diversity in various aspects of parish life
- Promote and give high priority for parishioners to become actively involved in our welcoming, faith formation, small group discussions, parish ministries and various service programs/activities. These activities need to be promoted via traditional and social networks and current or additional paid or volunteer staff be identified to give this priority the visibility it deserves.
- Create consistent opportunities for the pastor, parish staff and lay leaders to interact with, listen to and get to know parishioners
- Set an expectation that all parishioners embrace the stewardship spirituality in three ways: attend and participate in Mass and other spiritual formation and social activities, serve others in the parish and in our larger community, and tithe according to the teaching of the Church.

## 2. To foster and encourage a strong liturgical and prayerful faith community

- Enhance and provide various music types at weekend Masses and consider not having music at one weekend Mass and provide some quiet time at each Mass for parishioners to pray/reflect
- Develop a plan to educate parishioners and promote the sacraments

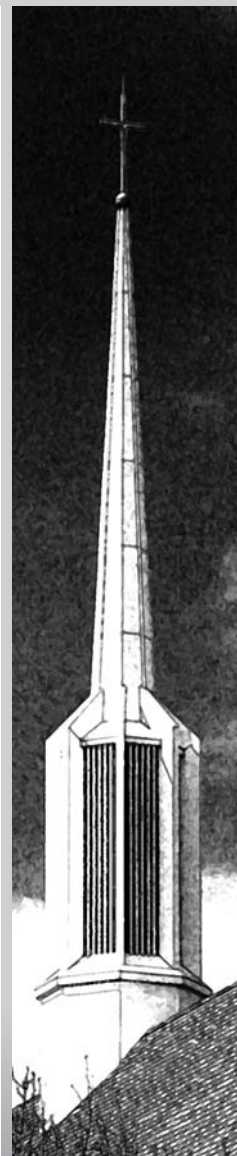
- Develop plan where both adults and youth are active participants in weekend Masses through the ministries of lectors, cantors, musicians, ushers, greeters, etc.
- Develop a plan to offer classes/programs on spirituality and renewal on a regular basis
- Develop a plan to offer Mass, parish retreats and other prayer and formation opportunities to parishioners via the STM web site

## 3. To ensure that all Catholic youth have an opportunity for quality religious education, formation and the opportunity to live out the Gospel teachings through service to others

- Provide a quality and rigorous Catholic elementary school education so that our graduates are prepared to excel in high school, college and provide leadership in the Church and in our community
- Develop consistent and vibrant programming for the youth of our parish that involve them in appropriate parish activities. These activities need to be promoted via traditional and social networks and current or additional paid or volunteer staff be identified to give this priority the visibility it deserves
- Enhance and improve the formation programs offered for confirmation and baptism
- Develop plan with local high schools so that formation and youth group activities can be expanded and coordinated in cooperation with STM

## 4. To expand and promote adult faith formation

- Develop a plan to organize adult faith formation classes that are of interest to parishioners and actively promote these classes and offer them at various times of the day/evening



### Our Mission

The mission of Saint Thomas More Parish is to provide a welcoming, inclusive, and loving community by proclaiming and living God's Word through worship, education, and social justice.

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- Provide adult formation in an “emotionally safe” environment where people can respectfully and thoughtfully discuss issues of faith, and are challenged to engage with others that will lead to a deepening and strengthening of our faith and theology.
- Develop and promote programming for inactive Catholics to reacquaint them and welcome them back to the Church

### **5. To improve communication of parish liturgies, activities, events and trainings**

- Continue to devote resources to publish a vibrant weekly parish bulletin that is also available via the STM web site
- Develop the STM web site so that parishioners can use the internet, Facebook, email, texting, Twitter, video and other social media outlets to listen to and spread the word of God and the teachings of Jesus Christ, as well as have the ability to communicate with each other
- Connect STM website to commercial Catholic radio and TV broadcasts and other faith based news outlets so that the STM web site becomes a central source for Catholic education and news for parishioners
- Develop a plan to communicate and celebrate our parish's golden jubilee by hosting events to recognize our history while we plan for our future

### **6. To create management systems that support sound parish management and financial practices and planning**

- Provide transparency and regular reporting and communications with parishioners regarding parish financial matters
- Develop an ongoing consistent effort to encourage financial development – including increased efforts to respectfully request that parishioners include STM in their wills and trusts -- which may suggest that current or additional full-time paid or volunteer staff be identified to solicit resources for the parish
- Create, and regularly update, a pastoral plan which outlines STM parish goals and objectives
- Establish a formal relationship between Avila University and STM whereby the strengths of each institution can be shared for the benefit of STM parishioners and the Avila community

- Provide support for a Director of Parish Operations that supervises parish staff and oversees the day-to-day activities of the parish and works closely with, and reports to, the pastor

### **7. To keep parish buildings, equipment and grounds updated and useful to our parishioners**

- Develop a plan where a significant number of handicapped and senior friendly parking places are conveniently located and accessible to the church for Mass
- Provide routine building maintenance of our school as a priority in maintaining a quality Catholic elementary school, as well as explore the possibility of expanding the use of the school grounds for adult formation and intergenerational programs and activities.
- Develop a process whereby, on a regular basis, needed building, equipment and parish grounds improvements are prioritized and plans are established to fund these improvements after receiving input from parishioners. The timing of implementing Phase II of our Capital Campaign should be discussed and agreed upon.

### **8. To provide parishioners the opportunity to put their faith into action by serving God's people**

- Develop and promote a parish budget whereby the parish annually allocates an agreed amount of the parish budget to meet the needs of the underserved in our parish community.
- Establish a process whereby every time the parish has a capital improvement special appeal a certain percentage of the request is set aside for providing services to the poor and underserved in our area.
- Develop and promote various service opportunities for parishioners of all ages to minister to the brothers and sisters in need in our parish, local and global communities.